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If you raise a crop it will have to be threshed, so you cannot afford to take any chances on an old "has been" feeder on your separator. You need the BEST, for the success of threshing depends upon the feeding. PROPER FEEDING results in fast work, freedom from break downs and delays, and assures a successful finish to the year's work. Don't take our word for it—read what the users of the GARDEN CITY FEEDER have to say.

Maple Creek, Sask.,
Nov. 27, 1917
The Garden City Feeder Co., Ltd., Regina, Sask.
Dear Sirs—
Your feeder does all I claim it to do. I am well satisfied with the feeder I got last fall. I have threshed all kinds of grain, and it does the work fine. It feeds the machine better than a man can feed it. I have had no trouble, brought no repairs, and it is just as good as new. I have threshed with all kinds of feeders, and the Garden City Feeder is the best one. It cannot be beat for the work. I have no cleaning up to do after I am through with a job.
I am going to order all farmmen to put on a Garden City Feeder.
Sincerely,
Sgt. MAGNUS LOSETH.

Can you say as much for the feeder on your machine?

THE GARDEN CITY FEEDER CO. Limited

REGINA, SASK.

BRUCE DAVISON CO., Regina, Sask. W. E. MURPHY CO., Calgary, Alta.
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We are exclusive agents for the GARDEN CITY FEEDER CO.

SEND FOR FREE CATALOGUE

Managing The Hired Man

Methods that are Solving the Help Problem on Western Farms

USE BUSINESS METHODS (First Prize Article)

We have simmered the method of hiring farm hands down to about the following: Make a written statement of the work to be done. State all details or as many as will give a clear distinct idea of what is to be done, such as the time to feed teams and harness them; time of breakfast; time to begin milking, to feed hogs and calves; time to start work on the field and to quit for noon; time allowed for dinner; time to be in field in the afternoon and quit; time for supper, milking, chores and bedtime. Stipulate that there is to be no running about nights except Saturday night, and that no smoking, drinking or low language is allowed. Be very particular about wages for trial month if a stranger is hired; also for harvest and threshing, two months or by the day. Discount if he fails to fill his time. Make the statement very full, varying it to suit skilled and unskilled and semi-skilled labor; limited to six, seven, eight or nine months or for a year or a number of years. When the applicant has read it, say just how much will be paid for this kind of work. Make the wages all that can be given. Do not auction off the job nor accept an offer. Do the business along recognized business lines—"that is our price for the work." It will easily be seen that this plan begets confidence in the applicant; that he has to do business along business lines. It helps to stop a man hawking about and setting himself up at auction. We find it helps matters very much in making a permanent contract. Men who accept a job on such terms are men who will do the best they can, fill in their time honorably and stay for years. Our last man stayed five years and was more stimulated by the ideal business way of dealing than by any other consideration. At the end of a year he had a "chunk" of cash and put it out at interest at eight per cent. This inspired him to save. He was liberal all the same. He became popular with the young folks. At the end of five years his interest was \$225, and now he is married and has a quarter section. This is the second young man who stayed five years and is making good. They saved nothing until they hired under the above plan. We have a young fellow under development at present. He has been with us two years and will stay on, barring conscription, when he becomes of age. The plan gets us good, steady men and boys. Of course, when they have proved up and become a unit of the farm, the plan becomes flexible and they become as interested in everything as we are.

These are some of the letters received in the competition on The Management of Hired Help. They outline methods that practical farmers have found successful in securing and retaining satisfactory hired help.

treated thus, he will take care next time it will not be his fault. The chances are the man will become intensely interested and painstaking in all his work. He at once feels he is a valued unit in his employer's business. There are many ways of handling men and many things to leave absolutely undone or unsaid. A man at times goes so far as to lose confidence in himself, becomes disgusted with his work. "It is not properly done" he mutters to himself. "I'll never learn to plow right." See to it that he gets a word or so of encouragement. Be sure not to spoof

or flatter. It is no good and will do harm. Just give him a little heartfelt praise. Take hold of the plow and go around. Show and explain the defects and show how to remedy them. Compare the good points of his furrow slice with yours. This kind of encouragement establishes a man's confidence in himself; perhaps shows him that he is on the right line and so on. Give praise, but do it in such a way that it does not go direct. Speak it to his friend or to someone who will be sure to communicate it to him. Whenever extra jobs have been done and so on, make him a present, a premium other than cash. Last spring an elderly hen of ours suddenly came from "nowhere" with fifteen fluffy, B.P.R.'s; one was lame. Says Mrs. F.: "Harold, if you rear that chick it will be yours." He immediately took over the care of the lot. "Lamey" became a laying pullet. Harold drove a bargain with Mrs. F. and got a big fat rooster. Mrs. F. dressed and stuffed it for him to take to Winnipeg for his and his mother's Christmas dinner. That boy's pride, ecstasy and exuberance were unbounded. A \$100 bill would not have given him a tenth part of that pleasure.

Such attentions have a sort of enthusiastic affect on human nature. Be sure, however, that such recognitions have been merited, not earned. There are a few things that must not, under any circumstances, be done. Do not scold, find fault or rate. Do not "bully," irritably order, and so on. Simply treat a hired man as a partner, for after all, such he is. A great many employers fall short by airing the faults and shortcomings of their help before children, neighbors, even gossip. It should be an absolute law of the employer that it must not be done. The "airing" is sure to find its way to the ears of the "aired," not in its simple form but magnificently embellished. Such is dreadfully annoying and discouraging to the man. Nothing will upset him like that. He does not get it in anything like a truthful form. As he turns it over in his mind he adds to its exaggerations. Even if he outwardly appears to turn it down, set it aside, it unnerves him physically, mentally, morally. If of a low and weak moral stamina, he will worry even to becoming unbalanced mentally and may go so far as to wreak some kind of vengeance. All men have some redeeming features. Therefore, praise the good, but smother the bad. Praises given to merit will lift a man, a platoon, a battalion, a regiment, an army to triumph and victory. This system is the greatest force today in holding the belligerent armies face to face on the battlefields of Europe. Practice it on the hired help on the farm.

CONSIDERATE TREATMENT PAYS (Second Prize Article)

I have had good success as regards hired help and that is my reason for writing this letter. One reason for my success, I was a hired man myself and I think the years I worked out did me a great deal of good. Now I want to say right here with all seriousness the hired man is the most important problem farmers have. Find a satisfied hired man and you will find a prosperous farmer and vice versa. Remember I speak from a hired man's point of view. A hired man exercises a great

influence over he works. No very careful hire. I start a man and I pay not believe in bargain because getting a good and quickly any little sum us. Just this a man with or seeder the in his hands and I don't during the winter and I always by the year. have little during winter up when he d any time lost. Do not send when it is necessary when it is v ranging work ing winter cold. I man to do le and sit down not make w farmers who even with they say, get They make the bush on him out plow say these fa men to work how hired meet how s always make a nice, cheer I treat him. I find this himself and worthy. D as a slave; gentleman a is a man at to do his b man. I alw his advice. terested in ment of it. can go awa my place. do better b if the em watch and the best th your man s home on S if there is self. Don on Sunday few chores ing that t farmers w past hired considerati Sask.

HOUSE

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